

3rd Announcement



ANNOUNCEMENT
➔ **BROCHURE**



Enabling
Multidimensional
Sustainable Growth

National HR Summit For
ENERGY SECTOR
EMERGING HR CHALLENGES

14-15 February, 2019
Venue : Sovereign-1 Hall, Le Meridien, New Delhi



In association with



Deloitte.



Global Compact
Network India





National HR Summit For ENERGY SECTOR EMERGING HR CHALLENGES

14-15 February, 2019

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Theme

Disruptive and bold business solutions are needed for the new energy era in India and the rest of the world. This also entails new and dynamic HR solutions. The radical new thrust on solar and other renewable is just one aspect of the transformation that is going to sweep across the energy space.

Energy-Environment interface is going to determine the global agenda as well as individual lifestyles in the twenty-first century. The 21st COP held as Paris in 2016 sets the tone for the remainder of the century.

The need of the hour is to have fuel without fear. The fear of climate change, of devastated lands, lost wildlife, weakened lungs! The need of the hour is also to eliminate energy poverty. Benign and affordable energy abundance is the ideal the global community is striving for.

There are decisive moves to break the technological and economic inertia. Different scenarios are being deliberated in the energy space. Expert entrepreneurs like Tony Seba have predicted that renewables will completely replace fossil fuels by 2030. Even if this may not come about by 2030, defossilizing energy is the key driver of the global energy agenda.

Energy sector is going to deal with creative discontinuities. The discontinuities are bound to have impact on the HR priorities and practices. In view of this energy sector may have to deal with more challenges on the HR front compared to some other sectors which either already dealt with major discontinuities or are at a slower change curve.

The need for an integrated energy perspective at the national, regional and the global level has been repeatedly highlighted by numerous experts and agencies. Oil & Gas, Coal, and Renewable Energy have to be seen together as an integrated portfolio of services. The consumer is not interested in the form of energy. He is interested in sustainable energy supply at a competitive price. This opens up newer opportunities as well as more difficult challenges for energy players. In fact, every member of the global human community is an energy stakeholder and is watching with interest the developments in the energy space.

In view of the centrality of the energy sector, the need for in-depth and continuous deliberations on energy issues with a view to finding out viable energy solutions cannot be over emphasized. Obviously, HR will have a key role in promoting energy solutions for the future which is going to be increasingly more complex. And at the same time, HR will have to transform itself to ensure continuous support to this energy sector's radical changes in technology and new resources, keeping leadership requirements, Talent and people cohesiveness, performance and productivity to the required levels of excellence.

In a future marked by competitiveness through radical energy productivity, an equally productive HR approach will be required. That is what this Summit seeks to look at.



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Mr. Dharmendra Pradhan
Hon'ble Union Minister of
Petroleum & Natural Gas
and Skill Development &
Entrepreneurship, Govt. of India



Mr. R K Singh
Hon'ble Minister of
State for Power
and New & Renewable
Energy, Govt. of India



Mr. Pradeep Kumar Sinha
Cabinet Secretary,
Govt. of India



Mr. Amitabh Kant
CEO,
NITI Aayog. Govt. of India



Mr. Ajay Kumar Bhalla
Secretary,
Ministry of Power, Govt. of India



Dr. M. M. Kuty
Secretary,
Ministry of Petroleum,
Govt. of India



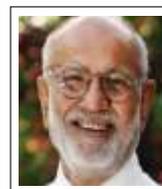
Mr. R V Shahi
Chairman,
Energy Infratech Private Ltd. and
Former Secretary, Ministry of
Power, Govt. of India



Mr. Sushil Tripathy
Former Secretary,
Ministry of Petroleum and
Natural Gas, Govt. of India



Mr. Upendra Tripathy
Interim Director General,
International Solar Alliance (ISA)
and Former Secretary, Ministry of New &
Renewable Energy, Govt. of India



Padma Shri Dr. Pritam Singh
Chairman, LEAD Centre
Former Director, IIM (L), MDI,
Gurgaon and Director
General of IMI, New Delhi

Programme Schedule

Day - One: 14 February, 2019

Venue: Sovereign-1 Hall, Le Meridien, New Delhi

Session	Programme
	09:15 AM – 11:00 AM
Session - 1	Inaugural Session
	<ul style="list-style-type: none"> • Welcome Address : Dr. H Chaturvedi, Director, BIMTECH 10 Mins • Contours of this Summit : Mr. Saptarshi Roy, Director - HR, NTPC; National President, NHRDN & President, Power HR Forum 10 Mins • Need for Paradigm Shift in HR : Padma Shri Dr. Pritam Singh, Chairman, LEAD Centre Former Director, IIM (L), MDI, Gurgaon and Director General of IMI, New Delhi 10 Mins • Sector Address - Power : Mr. R.V. Shahi, Chairman, Energy Infratech Private Ltd. and Former Secretary, Ministry of Power, Govt. of India 10 Mins • Sector Address - Petroleum : Dr. M.M. Kuty,* Secretary, Ministry of Petroleum, Govt. of India 10 Mins • Sector Address : Mr. Ajay Kumar Bhalla,* Secretary, Ministry of Power, Govt. of India 10 Mins • Key Note Address by Guest of Honour : Mr. Pradeep Kumar Sinha,* Cabinet Secretary, Govt. of India 15 Mins. • Book Launch : "Return of the Surya" by the Chief Guest • Inaugural Address by Chief Guest : Mr. Dharmendra Pradhan,* Hon'ble Union Minister of Petroleum & Natural Gas and Skill Development & Entrepreneurship, Govt. of India 25 Mins • Vote of Thanks : Mr. Dhananjay Singh, Director General, NHRDN 05 Mins
	11:00 AM – 11.30 AM : Tea Break

* Requested

Session	Programme
Session - 2	<p>11:30AM – 1:30 PM “Emerging Energy Sector Landscape : The Unfolding HR Challenges and Opportunities”</p> <p>As the only bright spot in the global economy as per IMF’s assessment, Indian economy promises opportunities for energy players. Indian economy may demonstrate vibrancy amid the global gloom. The ambitious mega projects launched by the Government of India are also likely to drive higher energy consumption. The new thrust on non-conventional and renewable sources of energy, particularly Solar, has radically altering the energy dynamics in the country. During the period 2017-2027, there is likely to be more capacity addition (in terms of megawatts) in the renewable segment than in fossil fuel based power capacity. The price dynamics in the international oil market is to be continuously accommodated. There is also thinking that all the CPSEs in the oil sector may be merged to make an oil behemoth. The energy sector is going to witness challenges and uncertainties along with the growing opportunities. HR has to respond to these challenges and uncertainties while leveraging the opportunities. HR can be a strategic partner in effective scenario building and appropriate initiatives. The impact of the growing share especially of solar and other renewables needs specific HR attention. Another question that needs to be addressed is whether it is feasible to have an integrated HR approach for the entire energy sector that provides sustainable competitive edge.</p> <p>Panel Discussion Panelists:</p> <ul style="list-style-type: none"> - Dr. Ashok Balyan, CEO - Oil & Gas Business, Reliance ADAG - Mr. Atul Sobti, CMD, BHEL - Mr. Gurdeep Singh, CMD, NTPC - Mr. Manoj Kohli, Executive Chairman, Soft Bank Energy - Mr. N.L. Sharma, CMD, SJVN - Mr. Rajeev Sharma, CMD, Power Finance Corpn. 
<p>Chairman & Moderator: Mr. R. V. Shahi, Chairman, Energy Infratech Pvt. Ltd. and Former Secretary, Ministry of Power, Govt. of India Co-Chairman: Mr. Upendra Tripathy, Interim Director General, International Solar Alliance (ISA) and Former Secretary, Ministry of New & Renewable Energy, Govt. of India</p>	
<p>01:30 PM - 02:30 PM : Lunch Break</p>	

Session	Programme
Session - 3	<p>02:30 PM - 04:00 PM “Building Leadership Pipeline”</p> <p>In order to unleash the potential of the Indian economy as envisaged by the Government of India, we need to unleash the potential of the energy sector and in turn, of all the people in the sector. We need more and more leaders developed through a conscious strategy and plan in the sector to ensure sustained delivery of solutions amid constraints and crises. Finding leaders who possess vision, versatility, emotional strength, understanding, execution and people orientation remains a challenge for business organisations. Research studies and cases how that leadership can. More than in the classroom, leadership is developed on the job. Developing future leaders is a top strategic priority for organization to remain successful and competitive in this ever changing complex and dynamic environment. This era is time of disruptive technology and innovation which need razor sharp decision making ability and winning mindset. The leaders have to understand their own behavior as a leader in different situations and develop holistic leadership capabilities embracing diversity and change, to win a war of third wave. We may examine a few important ways of building leadership in business organisations through appropriate selection process, training & development, succession planning and an enabling environment. We need to develop a pool of energy leaders.</p> <p>Panel Discussion Panelists:</p> <ul style="list-style-type: none"> - Mr. Atul Srivastava, Director (Personnel), SAIL - Mr. Gautam Chainani, Group President (HR), JSW - Ms. Meenakshi Davar, Director (HR), POSOCO - Mr. P.K. Sinha, GM PMI, NTPC Ltd. - Ms. Rachna Mukerjee, CHRO, Schneider Electric - Mr. Ravi P. Singh, Director (Personnel), Power Grid Corporation - Dr. Sarat K. Acharya, Advisor & National Professor, Birla Global University (BGU), Bhubaneswar. - Mr. S. Y. Siddiqui, Executive Advisor, Maruti Suzuki India Ltd. 
<p>Chairman & Moderator: Mr. Anil Sardana, MD and CEO, Adani Transmission Ltd.</p>	
<p>04:00 PM - 04:30 PM – Tea Break</p>	

Day - One: 14 February, 2019

Session	Programme
Session - 4	<p>04:30 PM - 06:00 PM “Transforming and Nurturing Talent”</p> <p>In today’s business scenario talent has become the key differentiator at or among organizations. Consequently talent management has become the key issue for HR professionals. Talent can be described as the innate ability, aptitude, or competence of an individual. It is a special ability that allows someone to do something well and includes untapped capabilities. While the pool of potential recruits is sufficiently large, the challenge is in identifying the capabilities required in the changing scenarios, attracting the young graduates to the energy sector, and providing them adequate training and a satisfactory work environment. While the energy sector has a large number of highly qualified professionals in senior roles, it now needs competent leaders who will help them compete and sustain, especially in the VUCA world of today. Changes in technology, customer aspirations, expectations of the employees (more so with the millennials joining to the workforce in larger numbers) and the changing facets of competition bring into focus the relevance (or otherwise) of the HR philosophies and practices. There is a need to re look at the HR philosophies and practices with a view to attracting, retaining and promoting talent and emerging new skills in the energy sector of tomorrow.</p> <p>Panel Discussion Panelists:</p> <ul style="list-style-type: none"> - Dr. Alka Mittal, Director HR, ONGC - Dr. Asha Bhandarker, Distinguished Professor of Organizational Behaviour, IMI - Mr. K Padmakar, Director (HR), Bharat Petroleum Corporation Ltd. - Mr. Nikhil Jain, Director (Personnel), NHPC - Mr. Ranjan Kumar Mohapatra, Director (HR), Indian Oil Corporation - Mr. Ravi Parmeshwar, CHRO, ReNew Power - Mr. Saptarshi Roy, Director-HR, NTPC 
<p>Chairman & Moderator: Dr. Santrupt B Misra, CEO, Carbon Black Business; Director, Chemicals; & Director, Group HR Aditya Birla Management Corporation</p>	

Day - Two: 15 February, 2019

Session	Programme
Session - 5	<p>09:15 AM – 10:45 AM “Employee Relationship and Engagement – The New Imperative”</p> <p>Employee development and employee engagement (leading to the growth of both the organization and the employee) can be achieved in an environment of peace, harmony and trust. The methods of building employee relations and engagement undergo change with the changes in the nature of the economy and the business scenario. The old economy was dominated by the manufacturing organizations and process industry. Trade Union is had been closely wedded to political parties and outsiders. This scenario was dominated by multiplicity of trade unions resulting in intense inter-union, as well as intra-union rivalries. The legislative framework and the overall labour administration mechanism in the country caused hindrances to productivity. More importantly, these had impact on the nature of employee relations and the level of employee engagement. With the opening of the economy in 1991, it was expected that problems related to industrial relations would take a back seat. While the current trade union scenario is nowhere near as volatile as it was, the need for addressing employee relations continues to be a pressing need. There have been instances of industrial strife with grave consequences. Hence, the need for developing employee engagement strategies and employee relations philosophies in the new context has to be met with a view to creating and sustaining the required level of peace and harmony, so essential for meeting the emerging HR challenges, with environmental, economic and social sustainability that continue a defined behavior and relationship indefinitely.</p> <p>Panel Discussion Panelists:</p> <ul style="list-style-type: none"> - Mr. Anil Saberwal, GM-HR, Power Grid - Mr. Sanjay Singh, GM (HR), NTPC - Mr. S Dev Roye, Secretary, CITU - Mr. V.C. Agrawal, President – Corporate HR, RPG Group - Mr. Vijay Bihari Lal, Sr. Executive VP (HR), BSES - Mr. Vijay Ranjan, Director (Personnel), Eastern Coalfields Ltd. - Mr. Vijay Sinha, Sr. Vice President, JSW Energy 
<p>Chairman & Moderator: Mr. S.K. Chaturvedi, * Former CMD, Power Grid</p>	
<p>10:45 AM – 11.15 AM : Tea Break</p>	

Day - Two: 15 February, 2019

Session	Programme
Session - 6	<p>11:15 AM – 12:35 PM “Future Strategy for Innovation - Role of HR”</p> <p>The entire energy value chain is likely to see significant disruption in the coming years and decades. Energy production is likely to see rapid de-carbonisation with renewable, and in particular solar, likely to contribute a much larger share of global energy sources in the years to come. Energy distribution is also vulnerable to significant disruption because of emergence of the concept of distributed yet integrated power generation and storage systems that might very well obviate the need for large transmission networks. And finally, energy consumption is also likely to see significant disruption with large sectors of energy consumption such as auto transitioning from fossil fuels to electricity. All this is being enabled by exponential technologies such as solar, battery technology and electric cars. In view of this, organizations and leaders will need to explore ways to transform existing strategic competencies, organizational structures, talent management imperatives, and networking within the energy sector and beyond.</p> <p>Panel Discussion Panelists:</p> <ul style="list-style-type: none"> - Mr. A.N. Verma, ED (HR), NTPC - Dr. Leena Srivastava, Vice Chancellor, TERI University - Mr. Naresh Piniseti, President HRD & Corporate Services - Mr. P. R. Kumar, CEO, BSES Yamuna Power Ltd. - Mr. Rajeev Bhadauria, Director-Group HR, Jindal Steel & Power - Dr. Rishikesh Krishna, Director & Professor, IIM Indore - Prof. Sunil Sangra, Professor of Strategy & Innovation, Design Thinking Evangelist, BIMTECH - Mr. V. K. Singh, AGM (HR) Power Grid & Secretary, Power HR Forum 
Chairman & Moderator: Mr. S.V. Nathan , Partner & Chief Talent Officer, Deloitte India	

*Requested

Session	Programme	
Session - 7	<p>12:40 PM – 2:00 PM</p> <p>Valedictory Session</p> <ul style="list-style-type: none"> • Welcome Address: Mr. Kamal Singh, Executive Director, UN Global Compact Network India • Impact of Renewing Energy Technology in Indian Economy : Mr. Narendra Taneja,* National Convenor, Energy Cell • Summary of the Issues Discussed: Mr. S.V. Nathan, Partner and Chief Talent Officer, Deloitte India. • Address: Mr. Sushil Tripathy, Former Secretary, Ministry of Petroleum and Natural Gas, Govt. of India • Special Address by Guest of Honour: Mr. Amitabh Kant,* CEO, NITI Aayog, Govt. of India • Valedictory Address by Chief Guest : Mr. R.K. Singh,* Hon'ble Minister of State for Power and New & Renewable Energy, Govt. of India • Vote of Thanks: Prof. K.K. Sinha, Dean-Executive Education, BIMTECH 	<p>05 Mins</p> <p>10 Mins</p> <p>10 Mins</p> <p>10 Mins</p> <p>15 Mins</p> <p>25 Mins</p> <p>05 Mins</p>
02:00 PM – 03:00 PM : Lunch		

CASE COMPETITION

Theme of Case Competition - “Innovative Humane Initiatives”

- Prior to Summit we are inviting Cases from various Organizations to present their Innovative Practices and compete among the best participating organizations. The primary theme is “**Innovative Humane Initiatives**”. The participants can select any topic from the given Sub-themes: *Authentic Leadership; Diversity at workplace; Sustainable HR Practices; Managing Multi-Generational Workforce; Change Management; Managing Outsourced Employees; Mindfulness at Work; Ethical Dilemmas at Workplace; Organizational Culture and Performance.*
- The Participating Organization should submit the abstract of their case in 200 words before 30th Nov. 2018. Abstracts will be screened by a committee and selected authors will be intimated by 7th Dec. 2018. The authors of selected abstracts should submit their complete cases before 25th Jan. 2019, in a word file having 4000 words maximum and a power point presentation of 15 slides.
- Authors of the shortlisted cases will make their presentations on 13th Feb. 2019 at BIMTECH Campus, Greater Noida. The presentations will be judged by a panel of 3 judges.
- The winner will be awarded Rs. 50,000 prize money & 2 runners up will be awarded Rs. 25,000 each, along with Plaque & Certificate in the valedictory session.



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Registration Fee for Nominating Delegates

The programme is being proposed at a special price inclusive of Registration Fee, Study Material and Executive Lunch & Tea/Coffee during the day.

- Industry Executives (Members of NHRDN, Power HR Forum, PetroTech) : Rs. 11,000/-
- Industry Executives (Non – Members) : Rs. 12,000/-
- Academicians / MSME / NGOs : Rs. 5,000/-
- Students : Rs. 4,000/-

Registration Fee for Participating in Case Competition

- Industry Executives (Members of NHRDN, Power HR Forum, PetroTech) : Rs. 14,000/-
- Industry Executives (Non - Members) : Rs. 15,000/-
- Academicians / MSME / NGOs : Rs. 6,000/-
- Students : Rs. 5,000/-

Note: On Registration of one Case Competition, one person will be eligible as delegate

GST @ 18% or as applicable on the Registration fee.

For NEFT / RTGS, Please find below the details:

DD / Cheque towards Delegate Fee should be drawn in favour of **"NATIONAL HRD NETWORK"**.

Beneficiary Name : National HRD Network
Beneficiary Bank : ICICI Bank
Branch Name : Sushant Lok Branch, Gurgaon
Bank Account No. : 018301007404
Bank IFSC Code : ICIC0000314
Bank MICR No. : 110229042

GST IN - : 06AAATN1283C1ZZ
NHRDN Pan No. : AAATN1283C



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Birla Institute of Management Technology (BIMTECH) was established in 1988, under the aegis of Birla Academy of Art and Culture. BIMTECH offers postgraduate and doctoral courses in General Management, International Business, Insurance and Retail Management. Globalization, Innovation, Entrepreneurship and Inclusive Growth are ingrained in the curriculum. The Institute has been consistently ranked among the top 10 private B'Schools in India. BIMTECH is Accredited by NAAC (A+) & NBA (All Programmes 6 years). Ranked 5th (NHRDN-HT Media), 9th (Business World), 10th (Business Today-MDRA), 10th (MBA Universe-MINT) & 13th All among PGDMs (NIRF) - 2018.



The National HRD Network is the National Apex body of professionals committed to promoting the HRD movement in the country and enhancing the capability of human resource professionals to compete globally and thereby creating value for society. Towards this end, National HRD Network is committed to the development of human resources through education, training, research and experience sharing. Established over 30 years ago, NHRD is autonomous, not-for-profit professionally managed organization, playing a catalyst role in grooming Leaders for Tomorrow. It has 12,500 members representing, Multinationals, Public & Private organizations including Government, MSME & NGOs spread across 30 chapters in India and serves as a reference point for HR Professionals in Indian Industry.



Power HR Forum, is the outcome of an innovative approach, where all the Public Sector Undertakings (PSUs) under the Ministry of Power (MoP), Govt. of India (GoI), have come together to address the common issues of interest. The issues of Human Resources (HR) have always been and will be, of paramount interest and responsibility to any organization. And here, as a collective effort of all the power PSUs, recommendary strategies are formulated after discussion on common HR issues affecting the employees and concerning the organizations. Also, each organization gains from each others experience on people oriented issues.



With over 150 years of hard work and commitment to making a real difference, Deloitte has grown in scale and diversity—approximately 263,900 people in 150 countries and territories, providing audit, tax, legal, financial advisory, risk advisory, and consulting services—yet their shared culture remains the same. “Deloitte” is the brand under which tens of thousands of dedicated professionals in independent firms throughout the world collaborate to provide consulting services to select clients. Each DTTL member firm is structured in accordance with national laws, regulations, customary practice, and other factors, and may secure the provision of professional services in its territory through subsidiaries, affiliates, and other related entities.



Global Compact Network India (GCNI), formed in November 2000, was registered in 2003 as a non-profit society to function as the Indian Local Network of the United Nations Global Compact (UNGC), New York. It is the first Local Network in the world to be established with full legal recognition. It, also as a country level platform for businesses, civil organisations, public and private sector, aids in aligning stakeholders' responsible practices towards the Ten Universally Accepted Principles of UNGC in the areas of Human Rights, Labour, Environment and Anti - corruption, broad goals including Sustainable Development Goals and other key sister initiatives of the United Nations and its systems.

For more information, please contact:

Summit Conveners:

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Dr. Itilekha Dash - Itilekha.dash@bimtech.ac.in - 9818044451

Mr. Abhinav Kumar - abhinav.kumar@bimtech.ac.in - 9810917481